



**DEPARTMENT OF DEFENSE  
CIVILIAN PERSONNEL MANAGEMENT SERVICE  
1400 KEY BOULEVARD  
ARLINGTON, 22209-5144**

September 24, 2010

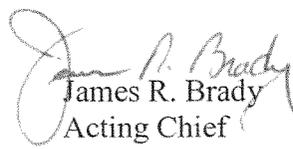
MEMORANDUM FOR COMMANDING OFFICERS OF MILITARY DEPARTMENTS AND DOD  
COMPONENT INSTALLATIONS IN THE WAGE AREA OF NORFOLK-  
PORTSMOUTH-NEWPORT NEWS-HAMPTON, VIRGINIA

SUBJECT: Federal Wage System Appropriated Fund Special Rate Ranges for Aircraft Maintenance  
Occupations in the Norfolk-Portsmouth-Newport News-Hampton, Virginia Wage Area

- References:
- (a) U.S. Office of Personnel Management letter, dated September 23, 2010, which authorized the establishment of special rates for Aircraft Maintenance Positions at the 192nd Fighter Wing Virginia Air National Guard and U.S. Air Force Reserve Unit at Langley AFB, VA, U.S. Army Reserve Commands, 11th Aviation Command, U.S. Army Aviation Logistics School, U.S. Army Research Development and Engineering Command at Fort Eustis, VA, and Department of Navy Fleet Readiness Centers in Virginia Beach and Norfolk, VA.
  - (b) Operating Manual, Federal Wage System, Subchapter S12, Special Rates or Rate Ranges Under the Federal Wage System.
  - (c) DoD Civilian Personnel Management Service, Wage and Salary Division letter, dated July 18, 2010, Federal Wage System Regular and Special Production Facilitating Wage Rate Schedule (AC-140R) for the Norfolk-Portsmouth-Newport News-Hampton, Virginia Wage Area.

The attached special rates have been established under authority of DoD Instruction 5120.39, dated September 10, 2008 and are to be applied in accordance with references (a) and (b) above. The Federal Wage System Regular and Special Production Facilitating Wage Rate Schedules for the Norfolk-Portsmouth-Newport News-Hampton, Virginia Wage Area (reference (c)) are amended to provide special rates for Aircraft Maintenance positions (see list attached) and related leader and supervisory positions located at the 192nd Fighter Wing Virginia Air National Guard and U.S. Air Force Reserve Unit at Langley AFB, VA, U.S. Army Reserve Commands, 11th Aviation Command, U.S. Army Aviation Logistics School, U.S. Army Research Development and Engineering Command at Fort Eustis, VA, and Department of Navy Fleet Readiness Centers in Virginia Beach and Norfolk, VA. This is the initial implementation of the special rate ranges and pay limitations do not apply.

This authorization is effective on the first day of the first pay period beginning on or after September 23, 2010.

  
James R. Brady  
Acting Chief  
Wage and Salary Division

Attachments:  
As stated

**DOD CIVILIAN PERSONNEL MANAGEMENT SERVICE (AW)  
ARLINGTON, VIRGINIA 22209-5144**

**Issue Date:** September 24, 2010

**SUBJECT:** Federal Wage System Special Wage Rates for Aircraft Maintenance and Support Positions in the Norfolk-Portsmouth-Newport News-Hampton, Virginia Wage Area

**TO:** COMMANDING OFFICERS OF MILITARY DEPARTMENTS AND DOD COMPONENT INSTALLATIONS IN THE AREA

**REFERENCES:** (a) U.S. Office of Personnel Management letter, dated September 23, 2010, which authorized the establishment of special rates for Aircraft Maintenance Positions, including leader and supervisory positions as shown on the reverse side, at the 192nd Fighter Wing Virginia Air National Guard and U.S. Air Force Reserve Unit at Langley AFB, VA, U.S. Army Reserve Commands, 11th Aviation Command, U.S. Army Aviation Logistics School, U.S. Army Research Development and Engineering Command at Fort Eustis, VA, and Department of Navy Fleet Readiness Centers in Virginia Beach and Norfolk, VA.  
 (b) Operating Manual, Federal Wage System, Subchapter S12, Special Rates or Rate Ranges Under the Federal Wage System.  
 (c) DoD Civilian Personnel Management Service, Wage and Salary Division letter, dated July 18, 2010, Federal Wage System Regular and Special Production Facilitating Wage Rate Schedule (AC-140R) for the Norfolk-Portsmouth-Newport News-Hampton, Virginia Wage Area.

Issued under authority of DoD Instruction 5120.39, dated September 10, 2008, the Federal Wage System Regular and Special Production Facilitating Wage Rate Schedules for the Norfolk-Portsmouth-Newport News-Hampton, Virginia Wage Area (reference (c)) are amended by the following special rates:

WG WL-WS GRADE	WG-RATES					WL-RATES					WS-RATES				
	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5
6	21.57	22.47	23.37	24.27	25.17	23.73	24.72	25.71	26.70	27.69	30.09	31.34	32.59	33.85	35.10
7	23.27	24.24	25.21	26.18	27.15	25.59	26.66	27.73	28.79	29.86	31.79	33.11	34.43	35.76	37.08
8	24.97	26.01	27.05	28.09	29.13	27.47	28.61	29.75	30.90	32.04	33.48	34.88	36.28	37.67	39.07
9	26.68	27.79	28.90	30.01	31.12	29.35	30.57	31.79	33.02	34.24	35.19	36.66	38.13	39.59	41.06
10	28.38	29.56	30.74	31.92	33.11	31.22	32.52	33.82	35.12	36.42	36.89	38.43	39.97	41.50	43.04
11	30.08	31.33	32.58	33.84	35.09	33.08	34.46	35.84	37.22	38.60	37.12	38.67	40.22	41.76	43.31
12	31.79	33.11	34.43	35.76	37.08	34.96	36.42	37.88	39.33	40.79	37.43	38.99	40.55	42.11	43.67
13	33.48	34.88	36.28	37.67	39.07	36.84	38.37	39.90	41.44	42.97	37.80	39.38	40.96	42.53	44.11
14											38.26	39.85	41.44	43.04	44.63
15											38.77	40.39	42.01	43.62	45.24
16											39.36	41.00	42.64	44.28	45.92

  
**JAMES R. BRADY**  
 Acting Chief  
 Wage and Salary Division

**Effective Date:** The first day of the first pay period on after September 23, 2010

**Initial Implementation**

**SPECIAL RATE RANGES FOR AIRCRAFT MAINTENANCE AND SUPPORT POSITIONS**

**192<sup>nd</sup> Fighter Wing, Virginia Air National Guard, Langley AFB, VA**  
**U.S. Air Force Reserve Unit, Langley AFB, VA**  
**U.S. Army Reserve Commands, 11th Aviation Command, Ft. Eustis, VA**  
**U.S. Army Aviation Logistics School, Ft. Eustis, VA**  
**U.S. Army Research Development and Engineering Command, Ft. Eustis, VA**  
**Department of Navy, Fleet Readiness Center, Virginia Beach, VA**  
**Department of Navy, Fleet Readiness Center, Norfolk, VA**

<i>OCCUPATIONS</i>	<i>PAY PLAN</i>	<i>SERIES</i>	<i>GRADES</i>
Electronics Mechanic	WG	2604	10 and above
Electronic Systems Mechanic	WG	2610	08 and above
Aircraft Electrician	WG	2892	10 and above
Instrument Mechanic	WG	3359	10 and above
Machinist	WG	3414	08 and above
Non-Destructive Tester Inspector	WG	3705	08 and above
Aircraft Sheet Metal Mechanic	WG	3806	08 and above
Painter	WG	4102	09 and above
Power Support Systems Mechanic	WG	5378	08 and above
Ordnance Systems Mechanic	WG	6641	08 and above
Aircraft Ordnance Systems Mechanic	WG	6652	08 and above
Aircraft Pneudraulic Systems Mechanic	WG	8268	08 and above
Aircraft Engine Mechanic	WG	8602	08 and above
Aircraft Mechanic	WG	8852	08 and above
Life Support	WG	3105	07 and above

Includes related leader and supervisory positions for the occupations above.

Initial Implementation

Issued: September 24, 2010